

DD/A REGISTRY

FILE: 1095-5-

X - *fope*

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: R. E. Hineman
DDS&T
6E60 Hqs

EXTENSION

NO.

DS&T-372-89

DATE

11 May 1989

DDA/REG
LOGGED

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DDA/EXA
7D24 Hqs

16 MAY 1989

2. ADDA

16 MAY 1989

3. DDA

16 MAY 1989

4. EXA 17 MAY 1989

5. Registry (File)

D/OL has action.
Cy provided there.

2-4: I do not know what OL will do, but suggest they respond to Evan from the DDA so he will know what is planned within what time frame and any associated problems we have such as control at GSA leased facilities

10.

11.

12.

13.

14.

15.

ABOVE NOTE passed to John

who has action.

No need to info ECO -
send EEO a copy
Just hold in suspense.

CC: ECO (sent)
5/22/89

DS&T 372-89

11 MAY 1989

MEMORANDUM FOR: Deputy Director for Administration

FROM: R. E. Hineman
Deputy Director for Science and Technology

SUBJECT: Accessibility of Agency Facilities to Employees
With Disabilities

Rae

1. The DS&T Minority Career Development Panel has brought to my attention a number of areas where the Agency appears not to be in compliance with the Architectural Barriers Act, regarding accessibility of Government buildings to the disabled, and the Rehabilitation Act of 1973, as amended, governing reasonable accommodation in the workplace. I believe that by failing to comply with these regulations, we are failing to meet our responsibilities to our disabled employees and acting contrary to the goals we articulated in the 5-Year Affirmative Action Plan.

2. First, the Panel has pointed out a number of problems involving accessibility to the Headquarters auditorium.

- The Agency auditorium is accessible to wheelchair users only via the graded walkway from the northeast entrance of the original Headquarters building. This route is not protected from the weather and can be treacherous when it is wet or icy.
- The auditorium stage is not accessible to those unable to climb the steps, a situation that has barred our disabled employees and guests from appearing before large gatherings, including promotion and award ceremonies and special assemblies. The Agency had to withdraw its invitation to EEOC Commissioner Evans Kemp last year to speak at the program marking Disability Awareness Month when it learned by chance that he uses a wheelchair. Commissioner Kemp was unwilling to access the stage via a portable ramp procured by the Office of Logistics, because the ramp's elevation raised safety concerns.
- Restrooms in the auditorium are located at the foot of a stairwell and are not equipped for use by the disabled. This means that a wheelchair user must exit the auditorium and return to the original Headquarters building via the northeast entrance to use properly equipped and accessible facilities.

25X1

~~CONFIDENTIAL~~

SUBJECT: Accessibility of Agency Facilities to Employees With Disabilities

25X1 3. The problems at the outbuildings appear to be similar.
25X1 Architectural barriers effectively bar our disabled employees from many
25X1 Agency offices. The second floor of [] Building is off-limits to
25X1 wheelchair users, because the building has no elevator. Wheelchair users
can reach the second floor of [] Building only if they are willing to
suffer the indignity of using the freight elevator. At []
[] there are steps into most of the buildings containing classrooms, and
some of the multi-story buildings have no elevator.

4. Finally, the Panel has raised the issue of reasonable accommodation in the workplace. EEOC regulations define "reasonable accommodation" as including "acquisition or modification of equipment or devices." I do not believe that an Agency of this size could be viewed as "reasonably accommodating" when it does not have a vehicle with a wheelchair lift. Procurement of such a vehicle would enable our wheelchair users to travel between Agency buildings on government business, just as their colleagues do on the Agency shuttle. The current arrangement whereby employees need a week's notice to schedule transportation through a commercial firm just doesn't work.

5. I realize that cost will be a factor in addressing these issues. A small van with a wheelchair lift may cost \$20,000, and architectural modifications will cost many times more. However, I recommend that we find ways to solve some of these problems, thereby reaffirming our commitment to the principles of EEO.

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R. E. Hineman

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